

TO ALL BOARD OF EDUCATION MEMBERS:

The Regular Meeting of the Board of Education of the Township of Union will be held on August 20, 2013 at 9:00 a.m. at James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey.

The regular meeting of the Board of Education of the Township of Union was held at on August 20, 2013 at 9:00 a.m. at James Caulfield Administration Building, 2369 Morris Avenue, Union, New Jersey, pursuant to notice sent to each board member.

PRESENT AT ROLL CALL: Mr. David Arminio, Ms. Susana Cooley, Mrs. Linda Gaglione, Mr. Richard Galante, Mr. Vito Nufrio and Mr. Francis R. Perkins, President

ABSENT AT ROLL CALL: Dr. Guy Francis, Mr. Thomas Layden and Mrs. Versie McNeil

Mr. Perkins called the meeting to order at 9 a.m.

Mr. Vieira led the board and audience members in the Pledge of Allegiance.

The secretary read the statement required under the "Open Public Meetings Act", a copy of which is on file in the office of the secretary.

PRESENTATION

Lt. Robert Christie of the Union Police Department made a presentation regarding traffic safety recommendations for several schools in the district.

Lt. Christie said that he was present at this meeting as a follow up to his March 2012 presentation to the board and he was asked to come back to revisit some of the traffic safety considerations for improvements around Union High School. He said that it was his understanding that the conditions of traffic congestion, gridlock, a little confusion and lack of signage exists and it was his goal to try to remedy same. Lt. Christie distributed a copy of his original presentation as well as some proposals to revise the original presentation. He said that there were traffic flow issues and lack of signage which caused vehicles to go in the opposite direction, there was gridlock and there was limited egress from the high school complex; particularly from the Morris Avenue/Cooke Drive area. Lt. Christie said that the only egress was out Lousons Road, North Third Street or Stahuber Avenue. He said that during sporting events there are

problems with visitor confusion due to the lack of signage on the complex and this still seems to be the case. Lt. Christie said that Union is well known throughout the State and the district hosts many sporting events.

Lt. Christie said that there is still a traffic flow and gridlock situation. He said that safety violations seem to be multiplied when there are out of town visitors on the complex. Lt. Christie said that this was a major concern for the Fire Department in the event that fire exits to the building are blocked. He said that as of last year the school population was approximately 2400 students, faculty and staff were about 200. Lt. Christie said that available, on-site parking was 675 spaces; the morning rush hour traffic counts were over 2,000 vehicles and the afternoon was just under 1,000 vehicles. He said that this was quite a bit of traffic coming through a small area at once. Lt. Christie said that it was the police department's goal was to try to move the traffic as quickly and efficiently as possible and he felt with some improved signage or the addition of signage it may be able to be done. He said that there were some other options that may include widening of certain roads and things like that.

Lt. Christie referred the members of the board to the first page of his handout which stated "Install MUTCD compliance signage and pavement markings". He said that MUTCD is the Manual for Uniform Traffic Control Devices and that is the national standard and they must be MUTCD compliant for liability reasons. Lt. Christie said that this standard is used in the Township of Union, the State of New Jersey and across the country. Lt. Christie said that for liability and ease of the public to read signs, they are all consistent.

Lt. Christie said that he did not think there have been any major revisions to the traffic plan since the high school was built in the late 1960's. He said that there is a current ordinance on the books in the Township that designates certain travel lanes, certain roadways and certain speed limits but essentially it is not enforceable because of the lack of signage. Lt. Christie said that he would like to bring that ordinance up to standards to make the high school campus safer. He said that as far as speed limits, the last time he was before the board either 10 or 15 miles per hour was discussed as the speed limit in the area of the high school. Lt. Christie said that if the board would like the speed limit to be 10 miles per hour that is okay with the police department but it would have to be approved by the Board and then by the Township Committee.

Mr. Perkins said that the speed limit is part of the present Parking Permit Policy at the high school. He said that at the time that policy was developed, there was some consideration about the jurisdictional limits on the parking lot as a travel way. Mr. Perkins said that the board did establish within that policy a speed limit of 10 miles per hour. He said that he has never seen anyone enforce that speed limit. Lt. Christie said that a part of enforcement requires proper

signage. He said that he did concur with the 10 mile per hour speed limit but proper signage is required so that the public is aware. Mr. Nufrio said that when the police have pulled students over, it jams up the entire traffic flow. He asked if there was a possibility of installing devices to capture the license plates. Lt. Christie said that photo speed enforcement is currently illegal in New Jersey and has been for about the past ten (10) years. He said that monitors that show speed can be installed in the parking lot. Lt. Christie said that there is a Red Light Photo system in New Jersey but speed enforcement cannot currently be photo enforced.

Mr. Arminio said that there are some states that have "odd" speed limits such as 22, 17 or 12 miles per hour. He wanted to know if this was just to make people "focus". Lt. Christie said that those states "read too much into the law"; he said that the law for establishing speed limits has something called the 85th percentile. Lt. Christie said that a speed limit is supposed to adopt according to what "85% of the motoring public feels safe doing on a particular roadway given the conditions." He said that the difficulty is that there cannot be a daytime and a nighttime speed. Lt. Christie said that every street is different.

Lt. Christie said that he felt directional signs and arrows in the parking lot would help and allow visiting and regular traffic to maneuver better. He said that some of the parking stalls in the main lot on Cooke Drive are angled in such a way that it would make sense to travel one way. Lt. Christie said that one-way signs and pavement arrows help to guide people while they are on school property.

Lt. Christie said that the district is a little bit lacking on fire lanes and fire zones particularly around the gym area. He said that the Fire Department has indicated that this area is a "No parking zone" because it is a fire lane and they need room for their fire apparatus to get in there. Lt. Christie said that there was no signage and this needed to be clarified.

Lt. Christie said that there is a difference between a "no parking" and a "no stopping or standing" sign. He said that no parking allows a vehicle to pull up to the curb and discharge or take on a passenger but a no stopping or standing zone is the opposite. Lt. Christie said that in this area stopping to discharge or take a passenger is discouraged. He said that traffic must keep moving. Lt. Christie said that there is a distinct difference between the type of signage and there are different applications on the school campus as to where there should be no parking signs and where a stricter no stopping or standing signs should be place.

Lt. Christie said that many years ago when he attended Union High School there was a security gate in the area where McAuliffe Way meets Cooke Drive. He said that the police department has seen a tremendous increase in traffic flowing through the high school campus. Lt. Christie said that this is through traffic, not students or teachers but it is Federal Express trucks, trucks looking to get to and from Lousons Road, etc. He said that it was a hub for through traffic because it is a cut through. Lt. Christie said that he felt this created an increased liability to the Board because it is permitting unwanted traffic coming through the campus; he said that he did not want to see a student, faculty member or anyone else injured as a result of an 18-wheeler coming through the campus. He said that the police department estimates that during non-school hours, 90% of the traffic coming through the campus is through traffic. Lt. Christie said that although this is not "private" property, it is school property and he did not think that through traffic should come through the parking lot. He suggested that the district consider replacing the gate for security reasons.

Lt. Christie said that he had discussed removing the concrete island in front of North Third Street and Stahuber Avenue because of the increased traffic flow and actually that island is a non-MUTCD compliant island as it does not meet the standards for safety and it needs to be removed. He said that because it is situated between Township and Board of Education property, he has been working with the Township to get this project added as one of the road improvement projects. Lt. Christie said that the removal of this island will make for a little better traffic flow in the area; he said that if the island was not there the area would be a lot safer. He said that if the Board is agreeable to having the island removed, he would go back to the Township and get the project added to next year road improvement schedule. Mr. Perkins said that the island was probably installed in response to the residents in the area of the North Third Street. Lt. Christie said that was probably right but now the residents in the area do not like traffic coming around the island. He said that it was the police department's goal to try to make the traffic flow as smoothly, conveniently and safely as possible.

Lt. Christie said that there is a potential that once the island is removed, there will be more traffic coming in from Vauxhall Road cutting through to Burnet Avenue. He said that the police department feels that they can somewhat regulate that with right-turn prohibitions during certain hours of the day so that cars are not using this route as a cut through. Lt. Christie said that Stahuber Avenue essentially dead-ends into the Board of Education's property. He said that the Red Devil project that is proposed for Vauxhall Road shows a lot of traffic coming out of the complex onto Stahuber Avenue and in the direction of the high school. Mr. Galante said that there are supposed to be road

improvements at the intersection of Vauxhall Road and Stahuber Avenue and a traffic signal will also be installed. Lt. Christie said that he did not see the district getting less traffic once that is completed and he felt that there should be preparation for this. He said that there are some other options that can be done to improve traffic flow in the area. Lt. Christie thought that improvements could be made for access to Lousons Road without traffic coming on to the high school campus. He said that this area must be improved as soon as possible.

Lt. Christie said that there has been some discussion of changing Cooke Drive to a two-way street near the Administration Building. He said that if Cooke Drive can be widened by about 6 feet and the entrance off of Morris Avenue can be altered to aid school buses that are entering the complex at that point. Mr. Tatum asked if there was any thought of putting a traffic light at that intersection. He said that this is a very busy intersection especially in the morning when students are coming to school and at the end of the school day. Lt. Christie said there was a proposal to allow only right hand turns out of Cooke Drive onto Morris Avenue and if someone wanted to make a left turn, they would have to exit the high school campus by going onto Lousons Road. Mr. Galante said that another problem is coming out of Apgar Drive across Morris Avenue. He said that cars "shoot" across Morris Avenue to enter Cooke Drive and that is a "right-hand" turn only street onto Morris Avenue. Lt. Christie said that this is an area where enforcement can be stepped up in September.

Lt. Christie said that the parking area across from the two gymnasiums at the high school has a wooded area adjacent to it and this might be an area where additional paving could be done in order to widen this area to put in another travel lane to make traffic flow easier. He thought this was something to look at down the road.

Lt. Christie said that he knew school was going to start in a couple of weeks and it was not possible that any of these things would be completed before school started.

Lt. Christie said that another traffic issue was near Hannah Caldwell School. He said that there has been conversation with the principal about parents not complying with the drop-off procedures for students due to congestion in the parking lot. Lt. Christie said that one of the considerations was to change Hendricks Drive, near the school, to be one-way outbound from the school parking lot out to Vauxhall Road. He said that if this was done there could be some parking allowed on the right side of Hendricks Drive in front of the Recreation Department Office as well as parents could park there. Mr. Damato said that was the way it was originally designed by the Traffic Engineer when Hannah Caldwell School was first built but the Chief of Police at the time did not want the Board of Education to be able to access that road. Lt. Christie said that

he agreed with the Engineer's proposal because he felt it would be a lot safer. He said that currently there is a double-yellow line in the road which would have to be taken out and it is feasible that it could be done before the start of school and get the signage changed. Lt. Christie said that this was an easy fix if the board wanted to proceed with these changes.

Lt. Christie said another consideration at Hannah Caldwell would be to either make the driveway a one-way into the parking lot or making the exit onto Commerce Avenue, right turn only to alleviate some of the gridlock at arrival and dismissal time. He said that he agreed with the right turn proposal when you are exiting the parking lot and if people needed to go toward Vauxhall Road, they would have to exit onto Hendricks Drive for access to Vauxhall Road. Lt. Christie thought that parking at Hannah Caldwell School was much better than any of the other schools because there is ample off-street parking at that building.

Lt. Christie said that Mr. Wiggins did a tremendous job of installing the new parking lot at Washington School but unfortunately there were a few incidents where teachers were getting flat tires as a result of screws and nails that were thrown in the parking lot. He said that this caused the teachers to be hesitant to park in the lot after that. Lt. Christie said that the parking lot was very underutilized during the school year and parents were not allowed to park in that lot which caused complaints from the parents about teachers parking on the street and taking parent parking spots. He said that if there are thirty spaced in a parking lot, they should be utilized. Lt. Christie said that hopefully the tire issue has been resolved and teachers can be encouraged to use the parking lot to free up parking for parents and visitors at the school. He said that one of the options is to create "one hour" parking on the street and that would force all of the teachers to use the lot. Mr. Nufrio said that this would create a problem with the homeowners who have a right to park on the street in front of their homes. Lt. Christie said that the homeowners could be given "permit" exemption. Mr. Nufrio said he thought that was an imposition. He felt that the school administrator should advise his staff that lot parking is encouraged. Lt. Christie said that another option would be to allow parents to park in the lot. He said that presently there is signage in the lot which indicates that parking in the lot is for staff only. Lt. Christie said that the parking lot is approximately one-third to fifty percent empty every day. Mr. Nufrio asked if the board had the authority to enforce staff parking in the lot. Mr. Damato said that Lt. Christie indicated the ordinance would be changed to one-hour parking on the street. Lt. Christie said that he did not want to do that; he would rather voluntary compliance. Mr. Damato said that the board cannot force teachers to park in the lot. Mr. Nufrio said that if he lived on the street and had someone coming to visit him, they would not have a permit on their car. Mr. Damato said that as a first step, it would be easier to get the administration to speak to the teachers and get them to park in the lot. Mr. Nufrio asked if the board could legally enforce something

like that. Mr. Damato said that the board could not do that. He said that teachers can park wherever they want to park. Mr. Damato said that the district is required, by contract, to furnish staff with off-street parking but if they don't want to use it, he thought that some of the spaces could be made available for parent parking. Lt. Christie said that if the Township were to issue permits for parking to residents who live near the school, every resident would get two visitor tags for their use but the climate in the area would change.

Dr. Martin asked if when the parking lot was first opened did the teachers park there. Lt. Christie said that the parking lot was pretty full in the beginning but once teachers started to get flat tires that changed. Dr. Martin said that maybe with the new school year starting, the teachers will return to parking in the lot. Lt. Christie suggested that the custodians check the lot during the school day. Mr. Wiggins said that special magnetic wheels have been purchased and the lot is being policed more often. Mr. Nufrio asked if the nails and screws were a result of construction work being done at the school. Mr. Wiggins said that someone from the neighborhood was throwing the nails and screws into the parking lot.

Ms. Cooley said that she knew that there were traffic issues at every school at drop off and pick up time each day. She encouraged more police patrols during the week. Lt. Christie said that certainly can be done. He said that patrol and enforcement does an impact on the traffic problems. Lt. Christie said that patrols are stepped up at the beginning of the school year to get parents and students in the right frame of mind to follow the rules of the road. He said that there is a rotation where traffic officer visit each school on a rotating basis. Lt. Christie said that dismissal from school is the busiest time of the day for the police department and it is difficult to get officers at all of the schools every day.

Ms. Cooley said that she was in the parking lot at the high school at 7 a.m. on Sunday morning and the amount of trash on the parking lot was unbelievable. She said that she knows the board has discussed putting up a gate to avoid students hanging out on the parking lot after dark and she knew there were costs involved. Ms. Cooley thought that police presence after dark could avoid students hanging out in the parking lot of the high school. Lt. Christie said that the police department concurred 100% but he thought there was a lack of signage that says that the premises are closed after a certain time. He said that the police can do their best to increase patrols on the property but signage is important as well and unless there are "teeth" about a rule or regulation, there is only so much that the police can do on their end. Lt. Christie said that when police come through the lot and see students sitting in their cars talking, they do not bother them. He said that the police are not looking to harass any of the students. Lt. Christie said that if the board can increase the signage to indicate that the property is closed after a certain time, the police would certainly

support that. He said that he knew it was difficult to do that on such a big campus but it might be something to look at. Lt. Christie said that the police department would certainly work with the district to monitor the late night loitering and the littering as best that they could.

Ms. Calderone said that if Cooke Drive is made a right turn only onto Morris Avenue, the school buses will have an issue making a left turn to enter Cooke Drive because the span is too wide. She said that now there is an issue of students coming through the parking lot toward the Administration Building and cutting in back of the building at 35 miles per hour. Ms. Calderone said that if someone steps out of the Transportation Department are door, they will get "creamed". Ms. Calderone said that she does close the gate in that area but it can't be locked. She said that the students are so brazen and one student will get out, open the gate and the car shoots through. Ms. Calderone thought that this would create more students cutting through the back of the building as well as the ones making a right turn onto Morris Avenue from Cooke Drive. She said that she has 35 vehicles on the road and almost half of them come onto the campus that way in the afternoon. Lt. Christie said that he had mentioned possibly widening the mouth of the intersection to accommodate the buses.

Mr. Perkins thanked Lt. Christie for his presentation. He said that he was going to refer this matter to the Operations Committee with a specific request that they consider all of the options discussed and come back to the board with a formal recommendation. Mr. Perkins said that he would also ask Ms. Calderone, Mr. Wiggins and Mr. Vieira to participate in these discussions. He said that some of the issues are easy to fix and some require a little bit of thought.

COMMUNICATION

REQUEST FOR MATERNITY – SCHECTER

Nicole Schecter, School Psychologist at Burnet Middle School, submitted a request for maternity leave for the period October 17, 2013 through February 2, 2014.

LETTER OF RESIGNATION – PIOTROWSKI

Kimberly Piotrowski, in-class resource teacher at Battle Hill School, submitted a letter of resignation effective immediately.

REQUEST FOR MATERNITY AND FAMILY LEAVES – McCARTNEY

Jennifer McCartney, English teacher at Burnet Middle School, submitted a request for maternity and family leaves for the period November 15, 2013 through the end of the 2013-2014 school year.

LETTER OF RESIGNATION – WINTERS

Jennifer Winters, English teacher at Kawameeh Middle School, submitted a letter of resignation, effective immediately.

LETTER OF RESIGNATION – KABUS

Lisa Kabus, secretary at Franklin School, submitted a letter of resignation, effective August 31, 2013.

REQUEST FOR EXTENDED CHILD REARING LEAVE – STYPULKOWSKI

Eliza Stypulkowski, AAP teacher at Central-Five/Jefferson School submitted a request for extended child rearing leave for the period September 1 through September 30, 2013.

LETTER OF RESIGNATION – SAPONE

Jeanine Sapone, Science teacher at Kawameeh Middle School, submitted a letter of resignation, effective October 1, 2013.

REQUEST TO USE COOKE MEMORIAL FIELD AND SNACK STAND FOR UNION RAMS POP WARNER FOOTBALL GAMES – TOWNSHIP OF UNION RECREATION DEPARTMENT

Matty Magliacano, Township of Union Director of Recreation submitted a request to use Cooke Memorial Field and snack stand for Union Rams Pop Warner football games on August 25, September 8 and 29 and October 13, 2013 from 8 a.m. to 6 p.m.

REQUEST TO RESCIND RESIGNATION – MAGED

Ellen Maged, secretary at Livingston School, submitted a letter to rescind her resignation effective December 31, 2013.

REQUEST UNPAID FAMILY LEAVE – SANTORO

Bernadine Santoro, teacher at Franklin Elementary School, submitted a request for unpaid family leave for the period September 1 through October 27, 2013.

REQUEST FOR USE OF UNION HIGH SCHOOL AUDITORIUM – UHSPAC

Ron Rago, Supervisor of Visual and Performing Arts and James Mosser, Director of Theatre submitted a request to use Union High School Auditorium on January 17th or 18th, 2014 for a concert fundraiser.

REQUEST FOR USE OF UNION HIGH SCHOOL AUDITORIUM – TOWNSHIP OF UNION EDUCATION FOUNDATION

The Township of Union Education Foundation submitted a request to use Union High School Auditorium on November 23 and December 14, 2013 for a combined, non-profit fundraiser.

REQUEST FOR FAMILY LEAVE AND EXTENDED CHILD REARING LEAVE – VALIA

Cindy Valia, teacher at Livingston Elementary School, submitted a request for family leave and extended child rearing leave for the period September 1, 2013 through January 1, 2014.

REQUEST FOR UNPAID MEDICAL LEAVE – COLFORD

Jane J. Colford, teacher at Franklin Elementary School, submitted a request for unpaid medical leave for the period September 1 through December 31, 2013.

REQUEST FOR MATERNITY AND UNPAID FAMILY LEAVE – DOUGHERTY

Lauren Dougherty, English teacher at Kawameeh Middle School, submitted a request for maternity and unpaid family leave, for the period September 1 through November 25, 2013.

APPROVAL OF MINUTES

Moved by Mr. Galante, seconded by Mr. Nufrio that the minutes for the regular meeting of July 16, 2013 and the Executive Session of July 16, 2013 be adopted:

- AYE: Mr. Arminio, Ms. Cooley, Mr. Galante, Mr. Nufrio and Mr. Perkins
 - NAY: None
 - ABSTAIN: Mrs. Gaglione
- MOTION WAS CARRIED**

Moved by Mr. Galante, seconded by Mr. Nufrio that the minutes of the Special Meeting of August 9, 2013, be adopted:

- AYE: Mr. Arminio, Mr. Galante, Mr. Nufrio and Mr. Perkins
 - NAY: None
 - ABSTAIN: Ms. Cooley and Mrs. Gaglione
- MOTION WAS CARRIED**

Moved by Mr. Galante, seconded by Mr. Nufrio that the minutes of the regular me

AYE: Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Nufrio and Mr. Perkins
 NAY: None
 ABSTAIN: Ms. Cooley MOTION WAS CARRIED

Moved by Mr. Galante, seconded by Mr. Nufrio that the minutes of the Special Meeting of June 27, 2013 be adopted:

AYE: Mr. Arminio, Ms. Cooley, Mrs. Gaglione, Mr. Galante, Mr. Nufrio and Mr. Perkins
 NAY: None
 ABSTAIN: None MOTION WAS CARRIED

SUPERINTENDENT'S REPORT

Dr. Martin said that there are some important dates to note as the school year is beginning. He said that Monday, August 26th there will be a meeting of the PTA Presidents. Dr. Martin said that this is the first meeting of the year and the meeting will be held at the Maria Lamera, the PTA Liaison's home at 6:30 p.m. He said that it is Mrs. Lamera's job to coordinate the PTA's in the district. Dr. Martin said that there are great plans this year for the PTA including increasing parent involvement and programs that are supported by the PTA. He said that Mrs. Lamera will attend every single Back to School night at each school and speak directly to the parents to encourage participation and enrollment. Dr. Martin said that parents will be able to enroll in PTA at the Back to School nights. Ms. Cooley said that she will be attending this meeting. She said that she has been working closely with Mrs. Lamera. Dr. Martin said that he would also be attending the PTA Presidents' meeting.

Dr. Martin said that next Wednesday, August 28th at 10 a.m. there will be a new teacher orientation meeting. He said that all new staff members will meet at Union High School Library. Dr. Martin said that all board of education members are invited to attend the meeting. He said that at 11:30 a.m. there will be a barbeque for the new teachers in the courtyard at the high school and all board members are invited to attend that as well. Dr. Martin said that this barbeque gives the new teachers a chance to socialize.

Dr. Martin said that also on August 28th at 4 p.m. the board of education will have a planning session which will be held at Jefferson School in the auditorium and at 7 p.m. there will be a Ribbon-Cutting Ceremony at Jefferson

School. He said that this will be a very festive event and many dignitaries have been invited from the Township and the County to attend this event.

Dr. Martin commended Mr. Damato, Mr. Wiggins and Mr. Tatum for their work on this project as well as multiple other people who will be acknowledged at the ceremony. He said that Mr. Damato, Mr. Wiggins and Mr. Tatum have been at Jefferson School almost every single day making sure that everything is right at the new school.

Dr. Martin said that on August 29th the new teacher orientation will continue starting at 9 a.m. at the Union High School Library. He said that if any board member can attend this session, they are welcome. Dr. Martin said that at the same time that this is happening, there will be freshman orientation at the high school.

Dr. Martin said that on September 3rd the Townwide Meeting of all staff will be held at 8 a.m. at the Union High School auditorium. He said that this is the traditional annual meeting to signify the beginning of the school year. Dr. Martin said that Mr. Perkins will speak to the group. He said that afterward, he would speak to the group about the district's vision for the upcoming school year. Dr. Martin said that all board members are cordially invited to attend this meeting to be introduced to the staff as a whole.

Dr. Martin said that September 4th will be a Professional Development Day for staff to get everyone ready for the new school year.

Dr. Martin said that September 5th and 6th twelve month employees will report to work; the administration building will be opened but teachers and all ten-month employees will have the day off.

Dr. Martin said that Monday, September 9th will be the first day of school. He said that the district is currently very close to being fully staffed; there are a few positions that he is still interviewing for.

Dr. Martin said that this is a preview of what will be going on in the district during the next few weeks.

Mr. Nufrio asked if it was not traditional for teachers to come into the district before the students to get their classrooms ready. Dr. Martin said that between the Townwide meeting on September 3rd and the 4th that is when the teachers can do that. Mr. Nufrio asked if the teachers would go to their assigned locations after the Townwide meeting was over. Dr. Martin said that after he gives his talk on September 3rd, the staff will be addressed by U.T.E.A. leadership and then they will be dismissed to go to their school to have school-based

meetings. Mr. Nufrio asked if the elementary teachers would have the opportunity to get into their buildings before then. Mr. Tatum said that normally, when the principals return, teachers are starting to come in to work on their classrooms. He said that in the situation with Central-Five, teachers are starting to come into the building to put their classrooms together.

Mrs. Gaglione said that she passed Jefferson School yesterday and she felt that there was a lot to get done before next week. Mr. Wiggins said that there were a lot of teachers in the school during the week and there are a lot of cardboard boxes are being discarded. He said that there is a dumpster in the back of the building that is being used just for cardboard. Mr. Wiggins said that there are still furniture deliveries that will be made next week. Mrs. Gaglione asked about when the outer fence would be removed. Mr. Wiggins said that the majority of the fence was taken down yesterday. Mr. Damato said that they were trying to keep the gates closed and locked up at night so that people would not be driving in and out of the property yet. He said that he had asked Mr. Wiggins to leave the fence across the front of the building up so that the building could be secured at night when there was no one there. Mr. Wiggins said that there is only fencing blocking the driveway area. He said that he spoke to the contractor today and the contractor is going to cut the grass. Mr. Damato said that the project is almost at substantial completion and once that is received, the district will be responsible to cut the grass.

Mr. Perkins asked Mr. Wiggins if there will be a certificate of occupancy issued in time for opening of school. Mr. Wiggins said that all final inspections have been completed; the kitchen has been cleaned up and everything has been installed. He said that the Board of Health must do an inspection of the kitchen.

COMMENTS FROM THE PUBLIC ON RESOLUTIONS ON THE AGENDA

None

EDUCATION/STUDENT DISCIPLINE COMMITTEE

Moved by Mr. Arminio, seconded by Mr. Nufrio that resolutions E-1 through E-30 be adopted:

E-1. AMEND 2013-2014 OUT-OF-DISTRICT ATYPICAL STUDENT PLACEMENT LIST

That the board amend the 2013-2014 Out-of-District Atypical Student Placement, Exit Lists and tuitions in accordance with the information appended to the nonpublic portion of these minutes.

E-2. APPROVE LIST OF STUDENTS ATTENDING CHARTER SCHOOLS AND TUITIONS FOR 2013-2014 SCHOOL YEAR

That the board approve list of students attending Charter Schools and tuitions for the 2013-2014 school year in accordance with the information appended to the nonpublic portion of these minutes.

E-3. APPROVE DISTRICT CODE OF CONDUCT FOR 2013-2014 SCHOOL YEAR

That the board approve District Code of Conduct for the 2013-2014 school year in accordance with the information appended to these minutes.

E-4. APPROVE AMENDMENTS TO BYLAWS – NEW JERSEY SCHOOL BOARDS ASSOCIATION INSURANCE GROUP

That the board approve amendments to Bylaws of New Jersey School Boards Association Insurance Group in accordance with the information appended to these minutes.

E-5. APPROVE AGREEMENT FOR UNION COUNTY NEEDS CAREER ACADEMY

That the board approve agreement with Union County Educational Services Commission for the Union County Special Needs Careers Academy in accordance with the information appended to these minutes.

E-6. APPROVE ESTABLISHMENT OF IN-CLASS SUPPORT/IN-CLASS REPLACEMENT PROGRAM – UNION HIGH SCHOOL

That the board approve the establishment of In-class support/In-class replacement program at Union Senior High School, effective September 9, 2013 in accordance with the information appended to these minutes.

E-7. APPROVE ELIMINATION OF IN-CLASS SUPPORT/IN-CLASS REPLACEMENT PROGRAM – UNION HIGH SCHOOL

That the board approve the elimination of In-class support/In-class replacement program at Union Senior High School, effective September 9, 2013 in accordance with the information appended to these minutes.

E-8. APPROVE ELIMINATION OF BEHAVIORAL DISABILITIES SELF-CONTAINED CLASS – BURNET MIDDLE SCHOOL

That the board approve the elimination of Behavioral Disabilities Self-Contained class at Burnet Middle School, effective September 9, 2013 in accordance with the information appended to these minutes.

E-9. APPROVE THE ESTABLISHMENT OF BEHAVIORAL DISABILITIES SELF-CONTAINED CLASS – BURNET MIDDLE SCHOOL

That the board approve the establishment of Behavioral Disabilities Self-Contained class at Burnet Middle School, effective September 9, 2013 in accordance with the information appended to these minutes.

E-10. APPROVE THE ELIMINATION OF BEHAVIORAL DISABILITIES SELF-CONTAINED CLASS – WASHINGTON ELEMENTARY SCHOOL

That the board approve the elimination of Behavioral Disabilities Self-Contained class at Washington Elementary School effective September 9, 2013 in accordance with the information appended to these minutes.

E-11. APPROVE ESTABLISHMENT OF BEHAVIORAL DISABILITIES SELF-CONTAINED CLASS – WASHINGTON ELEMENTARY SCHOOL

That the board approve the establishment of a Behavioral Disabilities Self-Contained class at Washington Elementary School effective September 9, 2013 in accordance with the information appended to these minutes.

E-12. APPROVE ESTABLISHMENT OF BEHAVIORAL DISABILITIES SELF-CONTAINED PROGRAM – UNION HIGH SCHOOL

That that board approve the establishment of a Behavioral Disabilities Self-Contained Class Program at Union Senior High School effective September 9, 2013 in accordance with the information appended to these minutes.

E-13. APPROVE ELIMINATION OF BEHAVIORAL DISABILITIES SELF-CONTAINED CLASS PROGRAM – UNION HIGH SCHOOL

That the board approve the elimination of Behavioral Disabilities Self-Contained Class Program at Union Senior High School effective September 9, 2013 in accordance with the information appended to these minutes.

E-14. APPROVE ESTABLISHMENT OF AUTISM PROGRAM – HANNAH CALDWELL ELEMENTARY SCHOOL

That the board approve establishment of an Autism program (age range 7-10 years old) at Hannah Caldwell Elementary School effective September 9, 2013 in accordance with the information appended to these minutes.

E-15. APPROVE ELIMINATION OF AUTISM PROGRAM – HANNAH CALDWELL ELEMENTARY SCHOOL

That the board approve elimination of an Autism program (age range 5-7 years old) at Hannah Caldwell Elementary School effective September 9, 2013 in accordance with the information appended to these minutes.

E-16. APPROVE ESTABLISHMENT OF AUTISM PROGRAM - CONNECTICUT FARMS ELEMENTARY SCHOOL

That the board approve the establishment of an Autism program (age range 7-10 years old) at Connecticut Farms Elementary School effective September 9, 2013 in accordance with the information appended to these minutes.

E-17. APPROVE ELIMINATION OF AUTISM PROGRAM - CONNECTICUT FARMS ELEMENTARY SCHOOL

That the board approve the elimination of an Autism program (age range 8-10 years old) at Connecticut Farms Elementary School effective September 9, 2013 in accordance with the information appended to these minutes.

E-18. APPROVE ESTABLISHMENT OF AUTISM PROGRAM - FRANKLIN ELEMENTARY SCHOOL

That the board approve the establishment of an Autism program (age range 5-8 years old) at Franklin Elementary School effective September 9, 2013 in accordance with the information appended to these minutes.

E-19. APPROVE ELIMINATION OF AUTISM PROGRAM - FRANKLIN ELEMENTARY SCHOOL

That the board approve the elimination of an Autism program (age range 5-6 years old) at Franklin Elementary School effective September 9, 2013 in accordance with the information appended to these minutes.

E-20. APPROVE ESTABLISHMENT OF MULTIPLE DISABILITIES PROGRAM - BURNET MIDDLE SCHOOL

That the board approve the establishment of a multiple disabilities program (age range 11-14 years old) at Burnet Middle School effective September 9, 2013 in accordance with the information appended to these minutes.

E-21. APPROVE ELIMINATION OF MULTIPLE DISABILITIES PROGRAM - BURNET MIDDLE SCHOOL

That the board approve the elimination of a multiple disabilities program (age range 13 -16 years old) at Burnet Middle School effective September 9, 2013 in accordance with the information appended to these minutes.

E-22. APPROVE ELIMINATION OF PULL-OUT REPLACEMENT RESOURCE PROGRAM – BURNET MIDDLE SCHOOL

That the board approve elimination of Pull-out replacement resource program (6th grade Science and 6th grade Social Studies) at Burnet Middle School effective September 9, 2013 in accordance with the information appended to these minutes.

E-23. APPROVE ESTABLISHMENT OF IN-CLASS REPLACEMENT PROGRAMS – JEFFERSON SCHOOL

That the board approve the establishment of in-class replacement programs (grade 5) at Jefferson School effective September 9, 2013 in accordance with the information appended to these minutes.

E-24. APPROVE ESTABLISHMENT OF IN-CLASS REPLACEMENT PROGRAMS – LIVINGSTON ELEMENTARY SCHOOL

That the board approve the establishment of in-class replacement programs (grade 2) at Livingston Elementary School effective September 9, 2013 in accordance with the information appended to these minutes.

E-25. APPROVE ESTABLISHMENT OF IN-CLASS REPLACEMENT PROGRAMS – FRANKLIN ELEMENTARY SCHOOL

That the board approve the establishment of in-class replacement programs (grade 2) at Franklin Elementary School effective September 9, 2013 in accordance with the information appended to these minutes.

E-26. APPROVE ELIMINATION OF IN-CLASS REPLACEMENT PROGRAMS – HANNAH CALDWELL ELEMENTARY SCHOOL

That the board approve the elimination of in-class replacement programs (grade 5) at Hannah Caldwell Elementary School effective September 9, 2013 in accordance with the information appended to these minutes.

E-27. APPROVE ELIMINATION OF IN-CLASS REPLACEMENT PROGRAMS – CONNECTICUT FARMS ELEMENTARY SCHOOL

That the board approve the elimination of in-class replacement programs (grade 5) at Connecticut Farms Elementary School effective September 9, 2013 in accordance with the information appended to these minutes.

E-28. APPROVE ELIMINATION OF IN-CLASS REPLACEMENT PROGRAMS – LIVINGSTON ELEMENTARY SCHOOL

That the board approve the elimination of in-class replacement programs (grade 3) at Livingston Elementary School effective September 9, 2013 in accordance with the information appended to these minutes.

E-29. APPROVE AMENDED PROCEDURES FOR HOME INSTRUCTION

That the board approve amended Procedures for Home Instruction in accordance with the information appended to these minutes.

E-30. ALLOW HOME SCHOOLED HIGH SCHOOL STUDENTS TO PARTICIPATE IN SOCCER FOR THE FALL, 2013

That the board allow A.H., a high school student who is home schooled, to participate as a member of the Union High School Soccer Team for the Fall, 2013 season in accordance with the information recorded in the nonpublic portion of these minutes.

DISCUSSION:

Mrs. Conti said that when the new school year comes, the Special Services Department has to reorganize classrooms and any special education classes have to be approved by the County. She said that if a class is being eliminated totally out of a building, there must be approval by the County. Mrs. Conti said that if the district never had a specific class established before, the district must ask the County to approve establishment of a class. She said that many of the classes listed above, such as the Behavioral Disabilities Class, the age ranges are being changed. Mrs. Conti said that even if the age range changes from the previous year, the class must be approved by the County. She said that there may be a need for new sections of in-class support/replacement at the high school and because the fifth grade is moving into Jefferson School, she has to eliminate all of the fifth grade classes that were established in Connecticut Farms and Hannah Caldwell and have them established at Jefferson School.

AYE: Mr. Arminio, Ms. Cooley, Mrs. Gaglione, Mr. Galante, Mr. Nufrio and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

Moved by Mr. Arminio, seconded by Mr. Nufrio that resolutions E-31 and E-32 be adopted:

E-31. APPROVE MIDDLE SCHOOL ACADEMY – BURNET AND KAWAMEEH MIDDLE SCHOOLS

That the board approve Middle School Academy to take place before and after school from October 16th through November 14th, 2013 to be held at Burnet and Kawameeh Middle Schools. An overnight trip to Philadelphia, Pennsylvania on November 15th and 16th, 2013 will be part of this program. The Academy will be offered to all 6th, 7th and 8th grade students. The cost is \$175 per student. Students designated “Free Lunch” will be eligible to receive a full scholarship to this program and those designed “Reduced Lunch” will be eligible to receive a half tuition.

P-32. APPROVE ACADEMY AMBASSADOR PROGRAM – UNION HIGH SCHOOL

That the board approve Academy Ambassador Program to take place after school from October 16th through November 14th, 2013 to be held at Union High School. An overnight trip to Philadelphia, Pennsylvania on November 15th and 16th, 2013 will be part of this program. The Academy will be offered to all 9th grade students. The cost is \$125 per student. Students designated “Free Lunch” will be eligible to receive a full scholarship to this program and those designed “Reduced Lunch” will be eligible to receive a half tuition.

DISCUSSION:

Dr. Martin distributed information regarding the Middle School Academy which was being recommended for the fall semester. He said that it is very similar to the academies that have been held in the past. Dr. Martin said that the district has had a lot of success with the middle school students coming for a morning and an afternoon class for twenty days and then going on an overnight trip. He said that this fall, he anticipated staying with the same program; students will have a morning assembly where public events and debate are emphasized and in the afternoon at this particular program, the students will be involved in a stock market mathematics class where their math will be tested and a knowledge of the stock market will be given to them. Dr. Martin said that the students in the afternoon will also be asked to read *1776, The Musical* and see portions of it as they prepare for their trip to Philadelphia. He said that the trip to Philadelphia will be focused on historic places of interest. Dr. Martin said that there has been much discussion as to whether it would be feasible to open up enrollment in the Academy to all children and instead of just asking for tuition, the district would make this a “free” scholarship program for children who qualify for free lunch status and students that have reduced lunch status would only have to pay one-half the tuition. He said that he look at last spring’s Academy and it turned out that out of the 166 students who enrolled in the program and paid tuition, thirty-five of them were eligible for free lunch and eight of them were reduced lunch students. Dr. Martin said that 26% of the students that attended the Academy in the spring actually were eligible for free or reduced lunch. He said that he has heard through the faculty and the administration of the middle schools that there are more students who would have participated, if the program had scholarships. Dr. Martin said that in an effort to make this program available to as many students as possible, he is proposing that the scholarships be made available. He thought this was a good change because it will make the program available to all children; there will not be a financial roadblock to any student who wishes to participate.

Dr. Martin said that resolution P-32 involves a new program which is an extension of the middle school academy program. He said that a number of students and parents have approached him and said that they would like to have

their ninth graders continue with the Academy. Dr. Martin said that the rough number of inquiries has been about 30 students. He said that Ms. Hall and Mr. Harrell who are staff members in the district's middle schools, got together this summer and developed a program called "The Academy Ambassador Program". Dr. Martin asked Ms. Hall to describe this new program. Ms. Hall said that Mr. Harrell approached her with some of his ideas for extending the Academy program into the high school and to start it out with the freshman with a long term vision of eventually having all four grades have the opportunity to be included in this program. She said that there are many young man and women who have participated in the Academy program during middle school, when they come to the high school there are a variety of different programs available but there is nothing that is very specific to the idea of forensics; she said that this idea was brought back to her by some students who had participated in the academy program. Ms. Hall said that she and Mr. Harrell got together to come up with ideas to extend the academy program to the high school and make it something of a mentorship or a peer program where high school students would be involved in going back to the middle schools to share experiences and do some of the teaching component in the academy. She said that she and Mr. Harrell put some thoughts to paper and she has also had the opportunity to communicate with Mr. Gibbons via e-mail and he seems to be onboard. Ms. Hall said that their concerns were that they might be pulling the same students who already have commitments in a lot of different directions but they would like it to be an application process to continue the idea of service and leadership by example. She said that she would also like to include these students in a Model United Nations Program which is already well established. Ms. Hall said that there is already a national debate topic that high schools throughout the country use and the YMCA has a fabulous debate program; she said that they need to take what's out there and make it our own.

Mr. Nufrio asked if there was a debate club at the high school. Dr. Martin said that there was but the number of students participating has not been very large. He said that he did not want to take away from the existing debate program but hopefully this program will add to the debate club.

Mrs. Gaglione asked where the money would be coming from to cover the free and reduced lunch student scholarships. Dr. Martin said that based upon last year's academy with the 35 free lunch students and 8 reduced lunch students participating and if the district had the scholarship program last spring, it would have cost the district approximately \$6,125 for the 35 free lunch students and \$700 for the eight reduced lunch students for a total of \$6,825. He said that he thought it would be more this year because those are students who paid the tuition anyway; he said that he has heard that there are students who will join the academy if scholarships are available. Dr. Martin anticipated \$7,000 to \$9,000 being the cost to the district but he thought it was worth it to have

these students be able to get involved in the Academy program. He said that the money would come from general funds as it was not a part of the budgeting process but he thought using general funds that have not been earmarked for any specific purpose is a good investment for the district because of the value of the program.

Ms. Cooley said that Dr. Martin mentioned that the scholarships would be available for students who receive free or reduced lunch but could anyone, who has a financial hardship apply for a scholarship to attend the academy. Dr. Martin said that there was not really a mechanism beyond the free and reduced lunch so the proposal is if a student is eligible for free lunch, they would receive a full scholarship and if a student is eligible for reduced lunch, they would have to pay one half of the tuition cost. He said that there was not a mechanism for considering families who are not designated free or reduced lunch that would like to request a scholarship. Dr. Martin said that on the other hand, the tradition of the academy has always been that people can come and speak to him about financial support. He said that if a parent calls or meets with him to make such a request, he would do everything he could to see if that family could be accommodated.

Mr. Perkins said that he and Dr. Martin met yesterday and had a rather extensive discussion about these two items particularly. He said that he was concerned that the board does things without fully researching them or having a real basis for them and coming up with some presentations as to why the district takes a particular course of action and what are the results of these actions. Mr. Perkins said that he agreed with Dr. Martin that this program was worth it but he told Dr. Martin that one of the things the district can do is see where it can improve and what can be done to help the people that the district serves. He said that over the past few days the board has received e-mails from him talking about specific subjects, the most recent one being the size of the high school and this will require a fair amount of effort on the district's part in forward thinking and doing some research on what must be done. Mr. Perkins said that he told Dr. Martin that he would be willing to support his proposals with one caveat and that is a source of uses of funds statement is prepared to show where the money is coming from, how much is being spent and see "in real terms" to the extent that can be determined, if the program is worth the money, time and effort that is being spent. He said that will also have to include a discussion of what has happened with the Academies over the past few years; have the students who attended done better and what is the tangible result that can be measured? Mr. Perkins asked the Education Committee to make this a project and that is the committee along with Mr. Vieira and the Fiscal Committee to the extent that finances are involved, have a discussion and get back after the conduct of this program with firm recommendations about what the board is going to do in the future. He said that one of his objections was the fact that there were families

that had to pay money for that which probably ought to be provided by the taxpayers and the district should budget for the program and satisfy the constituents that the program is, indeed, worth it. Mr. Perkins said that he felt this program should be continued as "experimental" and see if there are in fact benefits and worth it compared to the other things that have to be done. He said that Dr. Martin and he agreed that this would be a viable course of action.

Mr. Nufrio suggested these programs might be able to be funded with Title I money because they are in addition to the everyday normal curriculum. He said that perhaps the free and reduced lunch students can be referred to the Title I which would serve as a double benefit because Title I would expect some kind of data and that would satisfy the caveat. Mr. Nufrio said that the district has a tremendous surplus of Title I funds that it has been carrying for several years. He asked if the district could draft the proper paperwork to accommodate the needs that it is proposing and will Title I accept it. Mr. Tatum said that from what he understood, he thought that the programs that the district develops under Title I has to be "in addition to" and cannot encompass the general population. He said that there may be an issue there. Mr. Tatum said that general population students and Title I students cannot be comingled. Dr. Lishak said that the only way that Title I funds could be used for this program was if only Title I students and no other student attended. Mr. Nufrio asked about the remedial programs. Dr. Lishak said that the remedial programs are only for Title I students. She said that the Academy is not a remediation program it is more of an enrichment program. Mr. Nufrio said that he did not know if the criteria would be met but he was not quite agreeing with that just yet. Dr. Lishak said that during the Title I audit, they were very clear in letting the district know that when it thinks of a Title I program it must be "in addition to" so if all students are eligible to attend the Academy, the Title I students must get "and something more". Mr. Tatum said that there would also be another question that could be raised about that type of funding; he said that when you speak about free and reduced lunch, there is a particular percentage of that a student pays for reduced lunch and it is not 50% of the price. Mr. Tatum said that the district would have to abide by that percentage amount.

Mr. Perkins said that he envisioned that the Academy would be a program that ultimately would be available to any one student in the district, at the cost of the district. He said that there would be no issue with free or reduced lunch. Mr. Perkins said that when the program is completed, there will be a recommendation from the Education Committee, who is asking to study this program and deal with these issues. He said that if the program is not worth offering the program to everyone and the district finds that it would rather spend the money somewhere else, then so be it. Mr. Perkins said that then the board can address the issue of free and reduced lunch students. He said that he viewed the program as totally experimental and not to the detriment of anyone.

Mr. Perkins said that as long as the district uses it to make progress into a more permanent program that is available to everyone. Mr. Nufrio asked "wasn't this program experimental from the first day?" Mr. Perkins said that from his point of view Dr. Martin was not off the hook and he must talk to the board about the program's progress.

Mr. Nufrio said that Dr. Martin did present some data showing some correlations of students who attended the academy and test scores. Dr. Martin said that he did do that the first year that the academy was run. He said that part of the conversation that he and Mr. Perkins had yesterday was that he was open to new ideas from the board on this issue. Dr. Martin asked how growth or achievement be shown? He said in the past pre and post tests were administered to show growth but there are limitations because the academy is just a twenty day program. Dr. Martin said that there are seasoned educators that work with the students and their feedback is very interesting. He said that maybe there should also be a survey taken of the parents of the students who attend the academy.

Mr. Nufrio said that there are SAT preparation classes that don't necessarily work either and a student taking these classes does not necessarily insure that the students' scores will be improved. He said that there are many other tuition paid preparation classes and he did not know about causation as valid as a correlation at this point. Mr. Nufrio said that if Dr. Martin can prove to him that the students who attend the academy definitely improved their math or language arts scores that would be good enough for him because it has some validity. He said it can't be a coincidence all of the time and it can't be incidental. Mr. Nufrio said that if it is marked and it is noticeable, it has some value.

Mr. Perkins said that these are issues that go to the validity of testing; are only math and language arts scores being taken into account. He said that the district has a wonderful performing arts program and can the district look at this and say there is real education life enhancing value from this program that is not gauged by a test score. Mr. Perkins said that students who participate in the performing arts program are more well-rounded people and are more competent to deal with society in general. He said that these are things that are not "measured" but he did not think that there was any board member who would want the district to abandon its performing arts program.

Mrs. Gaglione said that she had concerns that \$7,000 would be "picked" out of a budget which was built into. She said that it might seem like a small amount, however, when you are building a budget, you come up with what your plans are for the future. Mrs. Gaglione said that if Dr. Martin wants to do this, then it should be presented for the next budget. She said that she also has a concern that if the board is going to approve this, the reduced and free lunch will

be used for scholarships because there might be people who are paying the amount to attend the academy who really don't have the money. Mrs. Gaglione said that if the district is going to offer scholarships, it is her opinion that scholarships are offered to everyone but then the district has to come up with criteria on how students will be chosen for scholarships to make them available to all students. She said that otherwise the district is just creating another afterschool program. Mrs. Gaglione asked if the board just wanted another afterschool program that is added to the budget or does it want to take that money and incorporate into the classroom for every student to benefit. She said that she did not know if she would approve either of these programs at this time. Mrs. Gaglione said that in the beginning she was in favor of the academy but she did not believe in all of a sudden, in mid-year plucking from a budget and saying, this is it. She said that she believed in the STEAM program but this is something that will be offered to every student and not just students who belong in a scholarship arena. Mrs. Gaglione said that when STEAM was presented, she needed to know where the money was coming from and what other programs would be reduced to account for this. She said that after a program is added in, there should be some statistics to show how the program benefited the students and if it did not benefit the students, why it did not. Mrs. Gaglione said that she did not feel that the free and reduced lunch scholarships were fair to every student. She said that in the past, students who were not able to pay the tuition for the academy were given financial help. Mrs. Gaglione said that it was not fair to Mr. Vieira, the person who built the budget, to have to come up with an additional \$7,000 for this program.

Ms. Cooley said that as far as the academics goes, she felt it would be hard for Dr. Martin to say whether this program is helping to increase test scores because it is based on an individual basis and what each student is getting out of the program. She did support the academy program and where the money is coming from is going to be an issue as everything is based upon the funds available. Ms. Cooley said that she agreed the scholarship program should not be based upon the free and reduced lunch. She said that the cost of the Running Start Program that is being run this summer was \$50. Ms. Cooley said that as a single parent it was hard for her to come up with the \$50 but she wanted her child to attend this program. She said that the academy programs are definitely worthwhile and she felt that it gave the students a sense of responsibility. Ms. Cooley said that the funds for this program definitely need to be reviewed and she agreed that if a scholarship program is being offered to free and reduced lunch students, it should be offered to every student.

Mr. Perkins said that these are the kinds of comments and issues that deserve some serious consideration. He said that to him a budget is not "written in stone" and should be a flexible document that can meet contingencies as they

go along. Mr. Perkins said that whether the board considers this program to be the kind of contingency that requires the use of funds not previously dedicated to it, is a whole other matter.

Mr. Arminio said that he agreed with Mrs. Gaglione and Ms. Cooley but the free and reduced lunch is from the federal government and if now students are going to be able to attend a program for free, that will have to come from the district's budget. He said that the taxpayers will be paying for something that they should also be permitted to get.

Mr. Nufrio asked if Mr. Arminio was suggesting that the program should be free for everyone. Mr. Arminio suggested that if some students can participate for free, then all students should be able to participate for free. Mr. Nufrio said that the board agreed it was a good program and now the board had to decide how it would be addressed fiscally.

Ms. Cooley said that marching band's spring trip cost approximately \$700 per student and each student had a choice and an opportunity to "fundraise" to defer a part of the cost for that trip. She said that maybe if parents are interested in having their children involved in the program, perhaps they should have a chance to fundraise for the cost of the tuition.

Mrs. Gaglione said that academy students should not be able to go on trips for free and then students who do not attend the academy will not be allowed to go on any trips because there are no funds available. She was very torn and she did not think that it was fair. Mrs. Gaglione said that it was not fair that students who stayed after school for two hours would be allowed to go on a trip for free.

Mr. Perkins said that the purpose of the academy trip was to integrate into the program. Mrs. Gaglione said that the state has told the districts that they cannot go on field trips anymore because "it isn't educational". She said that the district has gradually reduced the amount of day trips that all classroom teachers could take their students on because the district did not have the money or the trip "was not beneficial to the academic arena" and just because a student stays for an afterschool program, why should it be okay to take money from the budget to send students on overnight trips. Mrs. Gaglione said that it was different when the students paid for the program but if money is coming out of the budget for scholarships, that is a whole other arena. She said that for other activities, such as the marching band, the parents of the students who go on the trip must pay for the trip or they cannot go on the trip. Mrs. Gaglione said that it doesn't make sense that these students who are attending an "extra" program are allowed to go on trips.

Mr. Perkins said that the guidepost that he has was that the program should be available to all students and while many parents have the resources to support their children financially, emotionally and educationally, not everyone in the district does. He said that if the student who comes from a family that has the means to spend money on supplemental programs, that student has an advantage over the student who does not. Mr. Perkins said that it seemed to him that as a school district, in a community like Union, has the obligation to all the students not only to the students who can support this type of program. He said that clearly this issue requires much more discussion but he was in support of these programs.

Dr. Martin said that if a student chooses to play football, then that student is allowed to attend all "football" activities and trips that the football program offers to its players. He said that each individual family does not have to pay for all of that because the school district pays for a great deal of that program. Dr. Martin said that if a student goes to practice and follows all of the rules and regulations of being on the football team, then that student can also benefit and participate in all of the "fun" activities that go along with being a member of the team. Dr. Martin said that the Academy is opened, in his mind, to any student who wants to participate and he felt that the scholarship program was his attempt to open the program up to everyone. He said that he heard what Mr. Perkins said about "opening the program up to everyone". Dr. Martin said that in the history of the Academy programs, parents were always charged tuition. He said that in last spring's Academy, 26% of the students who attended were eligible for either free or reduced lunch but still paid the tuition; he thought this was an interesting fact. Dr. Martin said that he was convinced that there were other students who would participate in the Academy program that can be helped by this scholarship program. He said that this was an attempt to "open the door" for more students to participate.

Mr. Nufrio said that the federal guidelines are very clear in determining whether a student is eligible for free or reduced lunch as well as Pell grants for higher education. He said if it is good enough for the federal government, it should be good enough for the district. Mr. Nufrio said that determination for these programs are income based.

Ms. Cooley said that Dr. Martin commented that students who participate in the football program have the choice to go on trips. She said that her daughter is in the Marching Band and it clearly stated on the paperwork that "Camp is Mandatory" in order to participate in the marching band. Ms. Cooley said that the cost was \$260 to attend camp. She said that she was okay with the fact that her daughter was in camp but she was not okay with the fact that camp

is mandatory and she was sure that not every family had an easy time of coming up with the funds for the camp but she was not going to tell her daughter that she could not be in the band because she could not afford to pay for band camp.

| | | |
|----------|--|--------------------|
| AYE: | Mr. Arminio, Ms. Cooley, Mr. Galante, Mr. Nufrio and Mr. Perkins | |
| NAY: | Mrs. Gaglione | |
| ABSTAIN: | None | MOTION WAS CARRIED |

FISCAL AND PLANNING COMMITTEE

Moved by Mrs. Gaglione, seconded by Mr. Arminio that the following resolutions be adopted:

F-1. ACCEPT FINAL TREASURER’S AND SECRETARY’S REPORTS – JUNE 30, 2013

That the Board accept final Treasurer’s and Secretary’s reports dated June 30, 2013.

F-2. ACCEPT TREASURER’S REPORT – JULY 31, 2013

That the Board accept Treasurer’s Report dated July 31, 2013.

F-3. ACCEPT SECRETARY’S REPORT

That the Board accept Secretary’s Report dated July 31, 2013.

F-4. CERTIFY TREASURER’S AND SECRETARY’S REPORTS – JULY 31, 2013

That pursuant to N.J.A.C. 6A:23-2.11(a), I certify that as of July 31, 2013 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education pursuant to N.J.S.A. 18A:22-8 and 18:22-8.1.

| | |
|----------------------------------|-------|
| James J. Damato, Board Secretary | Dated |
|----------------------------------|-------|

Pursuant to *N.J.A.C. 6A:23-2.2(h)*, we certify that as of July 31, 2013 after review of the secretary’s monthly financial report (appropriations section) and upon consultation with the appropriate district officials that to the best of our knowledge no major account or fund has been over-expended in violation of *N.J.A.C. 6A:23-2.2(d)3* and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year. This certification is solely based on the information provided by the School Business Administrator and Board Secretary and is assumed by the board to be correct.

F-5. APPROVE LINE ITEM TRANSFERS

That the board approve line item transfers in accordance with the information appended to these minutes.

F-6. APPROVE ATTACHED LIST OF CONTRACTS AND/OR PURCHASE ORDERS

That the board approve the attached list of contracts and/or purchase orders pursuant to the requirements of *N.J.S.A. 18A:18A-5* and *18A:18A-10(a)* in accordance with the information appended to these minutes.

F-7. APPROVE DISTRICTWIDE TRAVEL AND RELATED EXPENSES

That the Board approve districtwide travel and related expenses pursuant to the requirements of *N.J.S.A. 18A:11-12*, *N.J.A.C. 6A:23A-7* and Board Policy File Code 6471 and in accordance with the information appended to these minutes.

F-8. PRE-APPROVE DISTRICTWIDE STUDENT FIELD TRIP DESTINATIONS AND PURPOSES

That the Board pre-approve districtwide student field trip destinations and purposes pursuant to *N.J.A.C. 6A:23A-5.8* in accordance with the information appended to these minutes.

F-9. APPROVE ATTACHED LIST OF CONTRACTS AND/OR PURCHASES

That the board approve attached list of contracts and/or purchases pursuant to the requirements of *N.J.S.A. 18A:18A-5(21)* in accordance with the information appended to these minutes: (a) I.D. Ville - \$3,581.42 – student I.D. cards – Union High School

F-10. ACCEPT ALLOCATION FOR INDIVIDUALS WITH DISABILITIES EDUCATION IMPROVEMENT ACT OF 2014 (IDEA)

That the board accept the allocation for Individuals with Disabilities Education Improvement Act of 2014 (IDEA) as follows: (a) Basic - \$1,747,795 and (b) Preschool - \$51,076 in accordance with the information appended to these minutes.

F-11. ACCEPT FY 14 NO CHILD LEFT BEHIND (NCLB) FUNDS

That the board accept FY 14 No Child Left Behind (NCLB) funds from the New Jersey Department of Education as follows: (a) Title I-A - \$673,209; (b) Title IIA - \$180,400; and (c) Title III - \$53,825 for a total of \$907,434.

MR. PERKINS LEFT THE MEETING

DISCUSSION:

None

AYE: Mr. Arminio, Ms. Cooley, Mrs. Gaglione, Mr. Galante and Mr. Nufrio

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

OPERATIONS COMMITTEE

Moved by Mr. Galante, seconded by Mr. Arminio that Resolution O-1 be adopted

O-1. APPROVE SECURITY AND BUS EVACUATION DRILL REPORTS

That pursuant to N.J.S.A. 18A:41-1 and P.L. 2009, Chapter 178, the board approve the following security drill reports and bus evacuation drill reports in accordance with N.J.A.C. 6A:27-11.2 in accordance with the information appended to these minutes.

AYE: Mr. Arminio, Ms. Cooley, Mrs. Gaglione, Mr. Nufrio and Mr. Galante

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

Moved by Mr. Galante, seconded by Mr. Arminio that Resolutions O-3 through O-7 be adopted:

O-3. APPROVE DISTRICT SAFETY AND SECURITY PLAN FOR 2013-2014 SCHOOL YEAR

That the board approve District Safety and Security Plan for the 2013-2014 school year in accordance with the information recorded in the nonpublic portion of these minutes.

O-4. ACCEPT DONATION OF OFFICE SUPPLIES - TELECOMPIONEERS

That the board accept donation from TelecomPioneers, Chapter 99, 1 Ericsson Drive, Piscataway, NJ to Hannah Caldwell Elementary School of 100 binders, 100 hanging files and 100 file folders in accordance with the info

O-5. APPROVE CHANGE ORDER #1 – C&M DOOR CONTROLS, INC.

That the board approve Change Order #1 from C&M Door Controls, Inc., 20 Markley Street, Port Reading, New Jersey to extend time for completion of this project 58 days in accordance with the information appended to these minutes.

O-6. REJECT ALL BIDS RECEIVED – WIRELESS MONOPOLE AT UNION HIGH SCHOOL

That the board reject all bids received in connection with Wireless Monopole at Union High School project (Bid #14-08) in accordance with the information appended to these minutes.

O-7. APPROVE SALE OF VEHICLES

That the board approve sale of the following vehicles which are deemed no longer serviceable by the district: (a) 2000 Model 3500 Chevy Van 16-passenger – VIN#1GBHG31FXY1220355 – ~~minimum bid \$1,000~~; (b) 2000 Model 3500 Chevy Van 16-passenger – VIN#1GBHG3F7Y1217722 – ~~minimum bid \$1,000~~.

MR. PERKINS RETURNED TO THE MEETING

DISCUSSION:

Mrs. Gaglione asked why the board was rejecting all of the bids received for the Wireless Monopole at Union High School project. Mr. Damato said that the low bidder, T-Mobile, did not comply with the specifications that the district put in the bid. He said, in essence, there were two monetary conditions and one was that the district leases a piece of land on which to build the switching box compartment and a piece of land to build the monopole. Mr. Damato said that the district's limit of revenue would be that land lease for the piece of land that the equipment sits on. He said that he had also put in the specifications that for any other carrier that wants to be on the pole, the district would get the full rights to lease the land in that area of the school and the district would get half the revenue from the pole which he thought was fair. Mr. Damato said that T-Mobile said this was unheard of and had never been done before. He said that he believed it had been done before. Mr. Damato said that T-Mobile told him that would not do it and he responded that the district did not really need the monopole that badly. He said that the revenue would only be \$2500 per month to have a pole and lots of switching equipment in an area where there are classrooms facing the courtyard. Mr. Damato said that the district would not be receiving enough revenue to have that kind of encumbrance for the next 25 years. He said this was not a legal issue but it was his opinion. Mr. Damato said that the legal issue was that the bid did not comply with the specifications. Mr. Nufrio said that Mr. Damato indicated an agreement like this has been done

before, did he know where and did Mr. Damato point that out to T-Mobile. Mr. Damato said that he has had conversations with other attorneys in the school law forum about this issue and when he was putting the bid specifications together, he could not get information from any of them because no one wants to give up that information; they don't want to tell you what they specifically negotiated on a lease for a monopole in their town because he thought the telephone companies were treating it as proprietary information but he had a very strong suspicion that it has been done before. Mr. Nufrio asked what it would translate into monetary terms. Mr. Damato thought that the telephone companies were probably making from everyone who is on the pole at least \$3,000 or \$4,000 per month. He said that if the district was receiving \$100,000 revenue per year for having to look at all of the switching equipment and barbed wire in a courtyard that classrooms are facing, it might be worth it but not for \$30,000 per year. Mr. Damato said that once the lease is signed the district would be locked in for 25 years unless there is more "school building" that needs to go in the space that is leased. He said that he did have several negotiation meetings with T-Mobile that lasted well into the evening and the parties just could not come to terms. Mr. Damato said that if specifications are put in a bid and everyone else is bidding on it but someone just doesn't want to do it, he felt that they have not complied with the terms of the bid. Mr. Nufrio asked if it is not automatically understood that once a bid is submitted, the vendor accepts the terms of the bid. Mr. Damato said that like a lot of bidders, what happened in this case, the bidders submitted exceptions to the bid. He said that in some cases the exceptions are not so bad. Mr. Damato said that in a case like this, the district would be committing to something for a very long term and would be severely limiting the use of the area for a relatively small amount of money, in his opinion. He said that there was time when T-Mobile wanted to put a pole on the light stanchion which provides light to the football field and he felt this would be a better scenario because it would not be right outside a classroom window. Mr. Damato said that if the board knew beforehand that it would not receive revenue from the pole, and then it would feel a little less inclined to reject a future bid; if this was the standard in the industry and only the ground lease could be negotiated. Mr. Nufrio said that when T-Mobile made their presentation, the representative stated that the district would be benefiting from residuals from other companies. Mr. Damato said that representative only meant "on the ground that the district owns in the courtyard." Mr. Nufrio said that the T-Mobile representative did say "on the same pole". Mr. Damato said the company made it sound that way but that was not what T-Mobile intended.

Mr. Perkins said that it is the intention of these companies to keep the public agencies ignorant of really is going on. He said that the rejection of these bids does not preclude further negotiations down the road should the company request another discussion on the matter.

Mr. Damato said he wanted to let the board know that one of the vans which is listed for sale in resolution O-7 is totally not operational and no one will bid on it. He said in the case of these vans they are quite old and quite beat up. Mr. Damato said that if there are no bids received, he wanted the opportunity to dispose of them as scrap. He said that in the future, the district will not be selling old vehicles; they will be traded in when new vehicles are purchased. Mr. Perkins asked if the minimum bid amount was taken out of the resolution, would that suffice. Mr. Damato said that the transportation department gives him the minimum bid amounts. He said that it was his intent to try to get a "few bucks" out of the vehicle. Mr. Damato said that if the minimum bid is removed and the resolution reflects that if no bids are received on the vehicles, the district can dispose of them as scrap."

Mr. Perkins asked if the mover of the resolution would agree to this change. Mr. Galante said he did and Mr. Arminio, who seconded the motion also agreed.

| | | |
|----------|---|--------------------|
| AYE: | Mr. Arminio, Ms. Cooley, Mrs. Gaglione, Mr. Galante, Mr. Nufrio and Mr. Perkins | |
| NAY: | None | |
| ABSTAIN: | None | MOTION WAS CARRIED |

O-2. APPROVE CHANGE OF NAME – JEFFERSON SCHOOL/CENTRAL-FIVE
That the board approve change of name of Central-Five/Jefferson School to Jefferson School/Central-Five.

DISCUSSION:

Mr. Arminio asked why did Central-Five have to appear after Jefferson School in the name change. Mr. Damato said that was the name that Mr. Leak suggested and it sounded from the discussion in the minutes that was what the board concurred with. Mr. Arminio said that he was changing his view and he did not see why Central-Five had to be put after Jefferson School. He asked that resolution O-2 be amended to change the name to just Jefferson School. Mr. Wiggins said that there were already plaques being made. Mr. Damato said that the plaque orders had to be put in months ago but he did not know if the plaques have been cast. Mr. Nufrio asked if there was anything imbedded in the walls that said Central-Five. Mr. Damato said there was not. He said that if the board wished to change the resolution to change the name of the school to just Jefferson School, that would be fine. He said that he did not think Mr. Leak would be offended as he was referring to a time when the school was known as Jefferson School and Mr. Leak was looking for an accommodation to put Jefferson first in the name.

Mr. Perkins asked what the reasons for not doing this were. Mr. Arminio said that he did not think anyone would oppose this change. He felt that Mr. Leak was trying to be compromising so that he would not face any hostility or any objections within the community. Mr. Arminio thought that Mr. Leak said Jefferson School/Central Five, just to be accommodating to the board. Mr. Nufrio said that this also could pave the way down the road if the school becomes a neighborhood school. Mr. Perkins asked Mr. Damato if there were any problems. Mr. Damato said he did not see calling the school Jefferson School was a problem. He said that the only issue would be a change order on the plaque which would probably cost between \$300 and \$500 if the plaque has to be recast.

Moved by Mr. Arminio, seconded by Mr. Nufrio that resolution O-2 be amended to reflect the name of Central-Five/Jefferson School be changed to Jefferson School.

| | | |
|----------|---|--------------------|
| AYE: | Mr. Arminio, Ms. Cooley, Mrs. Gaglione, Mr. Galante, Mr. Nufrio and Mr. Perkins | |
| NAY: | None | |
| ABSTAIN: | None | MOTION WAS CARRIED |

MR. NUFRIO LEFT THE MEETING

DISCUSSION ITEMS:

Use of Union High School auditorium by Township of Union Education Foundation on November 23rd and December 14th, 2013 for a joint fundraiser – Mr. Galante said that this is a request for the use of Union High School auditorium by the Education Foundation on November 23rd and December 14th, 2013 for a joint fundraiser. Mr. Canarelli a representative of the Township of Union Education Foundation and the Douglas Michael Krueger Scholarship Fund said that this fundraiser, “Union’s Got Talent” is being proposed to raise funds for the Township of Union Education Foundation, the Douglas Michael Krueger Scholarship Fund and the UHSPAC. He said that November 23rd would be the date of auditions and this would only be open to those individuals who were auditioning for this show. Mr. Canarelli said that after the auditions, the performance of those who are selected to perform would be on December 14th. He said that all ticket sales would be done on-line and the number of tickets sold would be known in advance. Mr. Canarelli said that the groups got the idea for this program from the Morris County Education Foundation because they have been doing “Morristown’s Got Talent” for the past eight years and they have made a “ton of money” with it. He said that all three of these organizations support the activities of the high school. Mr. Canarelli said that listening to the discussion about the Marching Band and knowing that Douglas was very

involved in the marching band, that if this scholarship fund was able to raise more money, he could see it supporting some of these activities such as band camp and maybe giving some scholarships to band students who need financial support. He said that idea of this event was to raise funds for all three organizations to help students from Union. Mr. Perkins asked how the money would be divided. Mr. Canarelli said that any money raised would be divided equally (1/3 to each) among the organizations. Mr. Arminio said that the organizations would also be responsible to hire police officers for security reasons.

Use of Union High School auditorium by UHSPAC on January 17th or 18th for a concert fundraiser – Mr. Damato said that this was a request made by Mr. Rago and Mr. Mosser. Mrs. Gaglione asked where the funds raised for this event will go. Mr. Damato said that they will go into the UHSPAC fund to help defer costs of theatrical productions in the future.

MR. NUFRIO RETURNED TO THE MEETING

Use of Cooke Memorial Field by Union Rams Pop Warner Football league from 8 a.m. to 6 p.m. on August 25, September 8 and 29 and October 13, 2013 – Mr. Arminio said that the board already approved the Recreation Department to use the field for soccer games in the spring and he did not know how we could now say that it cannot be used for football games. Mr. Perkins agreed with Mr. Arminio.

Moved by Mr. Galante, seconded by Mr. Arminio that the following resolution be adopted:

That the board approve use of Cooke Memorial Field by the Township of Union Recreation Department for Union Rams Pop Warner Football games on August 25, September 8, September 29 and October 13, 2013 from 8 a.m. to 6 p.m.

| | | |
|----------|--|---------------------------|
| AYE: | Mr. Arminio, Ms. Cooley, Mr. Galante, Mr. Nufrio and Mr. Perkins | |
| NAY: | None | |
| ABSTAIN: | Mrs. Gaglione | MOTION WAS CARRIED |

PERSONNEL COMMITTEE

Moved by Mr. Galante, seconded by Mr. Arminio that resolutions P-1 through P-24 be adopted:

P-1. APPROVE PERSONNEL ACTION

That the Board approve personnel actions in accordance with the information in the hands of each board member.

P-2. AMEND 2013-2014 SUBSTITUTE LISTS

That additions to the 2013-2014 Substitute/Home Instruction List, substitute custodians and substitute playground/ cafeteria aides, classroom assistants and secretaries be approved in accordance with the information in the hands of each board member.

P-3. REAPPOINT CAFETERIA/PLAYGROUND AIDES FOR 2013-2014 SCHOOL YEAR

That the board reappoint Cafeteria/Playground Aides for the 2013-2014 school year in accordance with the information appended to these minutes.

P-4. APPROVE LEAVES FOR STAFF MEMBERS

That the board approve leaves for the following staff: (a) Nicole Schechter, School Psychologist at Burnet Middle School, maternity leave for the period October 17, 2013 through February 2, 2014; (b) Jennifer McCartney, English teacher at Burnet Middle School, maternity and family leaves for the period November 15, 2013 through the end of the 2013-2014 school year;(c) Eliza Stypulkowski, AAP teacher at Central-Five, extended child rearing leave for the period September 1 through September 30, 2013; (d) Cindy Valia, teacher at Livingston School, family leave and extended child rearing leave from September 1, 2013 through January 1, 2014; (e) Lauren Dougherty, English teacher at Kawameeh Middle School, maternity and unpaid family leave from September 1, through November 25, 2013; (f) Jane J. Colford, teacher at Franklin Elementary School, unpaid medical leave from September 1 through December 31, 2013.

P-5. ACCEPT LETTERS OF RESIGNATION

That the board accept letters of resignation from the following staff: (a) Jeannette Franzone, special education teacher at Union High School and Kawameeh Middle School, effective immediately; (b) Kimberly Piotrowski, in-class resource teacher at Battle Hill Elementary School, effective immediately; (c) Jennifer Winters, English teacher at Kawameeh Middle School, effective immediately; (d) Lisa Kabus, secretary at Franklin School, effective August 31, 2013; (e) Jeanine Sapone, Science teacher at Kawameeh Middle School, effective October 1, 2013

P-6. APPROVE WITHHOLDING OF EMPLOYMENT AND ADJUSTMENT INCREMENTS – EMPLOYEE #9972

That the board approve withholding employment and adjustment increments for employee #9972, effectively immediately. These increments shall not be restored unless approved by the Board of Education.

P-7. REAPPOINT RESIDENCY INVESTIGATORS FOR 2013-2014 SCHOOL YEAR

That the board reappoint residency investigators for the 2013-2014 school year at a rate of \$20 per hour not to exceed 70 hours or \$1400 per month: (a) Anthony Martino; (b) Thomas Sheridan; (c) Al Tutela and (d) Maria Schmidtberg

P-8. APPROVE WAIVER APPLICATION – NJ DEPARTMENT OF EDUCATION

That the board approve waiver application to the NJ Department of Education pursuant to N.J.A.C. 6A:9-6.5c in accordance with the information appended to these minutes.

P-9. APPROVE STAFF MEMBERS WHOSE SALARIES ARE FUNDED THROUGH NCLB FY14

That the board approve staff members whose salaries are funded in part through the district's No Child Left Behind (NCLB) FY14 grant in accordance with the information appended to these minutes.

P-10. APPROVE PROFESSIONAL SERVICES CONTRACT – MULLICK

That the board approve professional development contract with Bharati Mullick, M.D. as Chief Medical Inspector pursuant to N.J.S.A. 18A:40-1 for the period July 1, 2013 through June 30, 2014 at an annual fee of \$20,000 in accordance with the information appended to these minutes.

P-11. ACCEPT PROPOSAL FOR DEMOGRAPHIC STUDY - WHITEHALL ASSOCIATES, INC.

That the board accept proposal from Whitehall Associates, Inc., 65 Fayson Lakes Road, Kinnelon, New Jersey 07405 to prepare a Demographic Study for a fee of \$2500 plus costs in accordance with the information appended to these minutes.

P-12. APPROVE MEDICAL INSPECTOR FOR 2013-2014 SCHOOL YEAR - EISENSTAT

That the board approve Dr. Steven Eisenstat, 1050 Galloping Hill Road, Union, NJ as Medical Inspector for the 2013-2014 school year at an annual rate of \$1,300.

P-13. APPROVE TEAM PHYSICIAN FOR 2013-2014 SCHOOL YEAR - GALLICK

That the board approve Dr. Gregory Gallick, 2780 Morris Avenue, Union, NJ as Team Physician for the 2013-2014 school year at an annual rate of \$3,500.

P-14. APPROVE COORDINATOR OF TESTING AT UNION HIGH SCHOOL FOR 2013-2014 SCHOOL YEAR - DeCORTE

That the board approve Fatima DeCorte, Coordinator of Testing at Union High School for the 2013-2014 school year at a rate of \$30 per hour, not to exceed 50 hours or \$1,500.

P-15. APPROVE COORDINATOR OF ELEMENTARY TESTING FOR 2013-2014 SCHOOL YEAR - STEENSON

That the board approve Andrea Steenson, Coordinator of Elementary Testing for the 2013-2014 school year at an annual stipend of \$3,000.

P-16. AMEND HOURS FOR SUMMER 2013 NURSES FOR SPORTS PHYSICALS

That the board amend hours for Summer 2013 nurses for sports physicals as follows: (a) Connie Novoa - 43 hours at \$38.25 per hour not to exceed \$1644.75; (b) Gayle Sumner - 40 hours at \$38.25 per hour not to exceed \$1530; (c) Melanie Lemar - 15 hours at \$38.25 per hour not to exceed \$573.75 and (d) Connie Sensor - 35 hours at \$38.25 per hour not to exceed \$1338.75.

P-17. APPROVE STAFF TO PERFORM IN-HOUSE PROFESSIONAL DEVELOPMENT FOR 2013-2014 SCHOOL YEAR

That the board approve staff to perform in-house professional development for the 2013-2014 school year in accordance with the information appended to these minutes.

P-18. APPROVE TWO DAY STAFF DEVELOPMENT ON SUICIDE PREVENTION AND AWARENESS – JACOB

That the board approve two days of staff development on Suicide Prevention and Awareness delivered by Amy S. Jacob, LCSW. Each session will be two hours at \$400 per session not to exceed \$800. (Acct# 7075/11-000-219-320-01-19)

P-19. APPROVE BEDSIDE INSTRUCTION FOR 2013-2014 SCHOOL YEAR – UNION COUNTY EDUCATIONAL SERVICES COMMISSION

That the board approve Union County Educational Services Commission to provide bedside instruction for the 2013-2014 school year on an “as needed” basis for district students in an amount not to exceed \$30,000 in accordance with the information appended to these minutes. (Acct # 7693/11-150-100-320-01-19)

P-20. APPROVE SPEECH THERAPY SERVICES FOR AUGUST 2013 – SHANLEY

That the board approve Alyssa Shanley to provide speech therapy services to district students at a rate of \$65 per hour during August, 2013. (Acct # 11-000-216-100-78-19-SS19)

P-21. APPROVE TRANSLATION SERVICES FOR 2013-2014 SCHOOL YEAR – INLINGUA

That the board approve inlingua, 95 Summit Avenue, Summit, New Jersey to provide translation services for the 2013-2014 school year at fee not to exceed \$200 in accordance with the information appended to these minutes. (Acct # 7043/11-000-216-320-01-19)

P-22. APPROVE INCREASE HOURS FOR PROVIDING OCCUPATIONAL THERAPY – JULY 1st THROUGH JULY 30th 2013

That the board approve increase of hours for providing occupational therapy to district students for the period July 1st through July 30th 2013 from 8:30 a.m. – 12:30 p.m. to 8:30 a.m. -2:30 p.m. at a rate of \$65 per hour to the following staff members: (a) Nancy Dionisio; (b) Bonnie Mauer; and (c) Joanne Timpano. (Acct # 11-000-216-100-78-19-SS19)

P-23. APPROVE HOME INSTRUCTION DURING AUGUST 2013 – ROBERTS

That the board approve Brendan Roberts to provide home instruction to district students during August 2013 at a rate of \$38.25 per hour. (Acct #11-150-100-101-96-19-SS19)

P-24. APPROVE APPLIED BEHAVIORAL ANALYSIS (ABA) DURING AUGUST 2013 – ZALESKI

That the board approve Lindsey Zaleski to provide ABA (Applied Behavioral Analysis) to district students at a rate of \$50 per hour during August, 2013 (Acct#11-150-100-101-96-19-SS19)

AYE: Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Nufrio and Mr. Perkins
NAY: None
ABSTAIN: None MOTION WAS CARRIED

Moved by Mr. Galante, seconded by Mr. Arminio that resolution P-25 be adopted:

P-25. APPROVE WITHHOLDING EMPLOYMENT AND ADJUSTMENT INCREMENTS – EMPLOYEE #8875

That the board approve withholding employment and adjustment increments for employee #8875, effectively immediately. These increments shall not be restored unless approved by the Board of Education.

AYE: Mr. Arminio, Ms. Cooley, Mr. Galante, Mr. Nufrio and Mr. Perkins
NAY: None
ABSTAIN: Mrs. Gaglione MOTION WAS CARRIED

MS. COOLEY LEFT THE MEETING

POLICY COMMITTEE

Moved by Mr. Arminio, seconded by Mr. Nufrio that the following policy be adopted

POL-1. APPROVE REVISED POLICY FILE CODE 6142.10 – INTERNET SAFETY AND TECHNOLOGY

That the board approve revised Policy File Code 6142.10 – Internet Safety and Technology. The revision to this policy was by New Jersey School Boards Association in accordance with the information appended to these minutes.

DISCUSSION:

Mr. Arminio said that he read through the whole policy and nowhere did it say in the policy that no staff member would “friend” a student. He said he knew Mr. Damato was opposed to that. Mr. Damato said that he was not opposed to it and he has spoken out many times at Townwide meetings and in other forums about this issue. He said that as a legal matter, it is very difficult to enforce. Mr. Arminio said that it is very difficult for the district to monitor or enforce it. Mr. Damato said that it depends on how inappropriate it gets as to how much enforcement is involved. He said that the degree of inappropriateness governs the board’s reaction to it. Mr. Arminio said that nowhere in the policy does it state that staff members “cannot or should not” be in some sort of forum with students that they have in school. Mr. Damato said that there is a Bill pending in the Legislature to do exactly what Mr. Arminio is suggesting and once that Bill is approved, the game changes a lot. He said that he receives anonymous letters on where to find things on the internet all the time and this Bill will make his job as an Administrator easier.

Mr. Nufrio asked if the staff has been apprised all of this. Mr. Damato said that Mrs. Conti needed to have this policy approved by the Board before the beginning of the school year.

Mrs. Conti said that in connection with the Anti Big Brother Act, if a student who has a communication difficulty takes home a piece of the board’s equipment which has access to the internet, the district can monitor where the student visits on the internet. She said that if the district does not tell the parents that the equipment has internet access, the district can be fined. Mr. Damato said that there are organizations out in “cyberspace” that just collect data on whatever IP address is accessing whatever internet site. He said that this information is then sold to vendors and they know exactly what is being bought and exactly what an individual is looking at. Mr. Damato said that this covers all branches of the government and the private sector. He thought that this was an area where everyone is involved, whether you like it or not.

| | |
|----------|---|
| AYE: | Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Nufrio and Mr. Perkins |
| NAY: | None |
| ABSTAIN: | None |

MOTION WAS CARRIED

APPROVAL OF BILLS

Moved by Mrs. Gaglione, seconded by Mr. Arminio that the Board concur with the bills listed in the permanent bound register appended to these minutes and be ordered for payment.

| | | |
|----------|--|--------------------|
| AYE: | Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Nufrio and Mr. Perkins | |
| NAY: | None | |
| ABSTAIN: | None | MOTION WAS CARRIED |

COMMENTS FROM THE PUBLIC

Mr. Magliacano, the Director of the Township of Union Recreation Department stated that he had applied for a grant for recreational opportunities for individuals with disabilities. He said that this program will involve disabled students after school hours, between 3:30 and 6:30 p.m. Mr. Magliacano requested use of one classroom at Hannah Caldwell School for this program. He said that the grant is being funded by the State and the Township; the State will give \$20,000 per year for a two year program and the Township will be contributing \$5,000. Mr. Magliacano said that these funds will pay for teachers, teachers' aids, supplies, etc. for the program. He said that the trend is to mainstream students with disabilities and this program will aid in this process. Mr. Magliacano said that he applied for the grant and monies should be available in September. He would like to request the use of a classroom and would like to partner with the school district. Mr. Arminio asked what school? Mr. Magliacano said he would like to use Hannah Caldwell School because there is handicapped access. Mrs. Gaglione asked if the district would be supplying a teacher. Mr. Magliacano said that he already had a teacher lined up for the position. Mr. Perkins asked if Mr. Magliacano had anything in writing that he could leave for the board's review. Mr. Magliacano said that he had information regarding the program. Mr. Perkins asked if Mr. Magliacano had to represent to the grantor that the recreation department had a space to hold the program in advance. Mr. Magliacano said that he had to go to Trenton and get training for this program. Mrs. Gaglione asked what grade level or age of students would be involved in the program. Mr. Magliacano said that the students will go up to about age 10. He said that he felt this was a good program and he wanted the Board to partner with him. Mr. Magliacano said that there can be regular education and special education involved in the program. Ms. Conti said that this will allow disabled to be exposed to non-disabled children. Mr. Magliacano said that he already has a basketball program which includes classified students but he did not know if the grant would cover this activity since it is an established activity. Ms. Conti said she felt that the State was looking for a new,

innovated type of program. Mr. Magliacano said that "arts and crafts" is really something that many towns are going to. Mrs. Gaglione asked if the students had to be Union residents. Mr. Magliacano said that they did have to be Union residents. Mr. Damato said that any individuals who are hired for this program must have background checks. Mr. Magliacano said that he planned on using certified teachers who are already working for the Board of Education. He said that the individual who he would like to hire is a substitute teacher in the district with an art background. Mr. Nufrio asked if she had a special education certification. Mr. Magliacano said she did not. Mr. Nufrio said that depending on the number of students in the class, the program would have to comply with having an in-class support teacher. Mr. Magliacano said that depending on the number of students, that will determine how many aids are required. Mrs. Gaglione asked who will be paying the staff of this program. Mr. Magliacano said that they will be paid from the grant. Mr. Tatum said that grant will specify what the qualifications of the staff members must have. Mr. Damato said that because the program is being held in our school building and our school children are attending, the board of education as well as the town will be responsible.

Mr. Magliacano said that he just needed to know how many aids would be required based on the number of students that are enrolled in the program. Ms. Conti said that would be specific to the class that the Recreation Department is operating.

Mr. Perkins said that the board had to go into Executive Session at this time and he asked Mr. Magliacano to leave the room but to stay in the building and the board would address this issue after the Executive Session was adjourned.

MOTION FOR EXECUTIVE SESSION

Moved by Mr. Galante, seconded by Mr. Arminio that the Board go into Executive Session to discuss fiscal and legal matters without the presence of the public in accordance with the provisions of *N.J.S.A. 10:4- 2b*. The Board will disclose the discussion conducted during the executive session, with notice to the public, when the disclosure will not result in unwarranted invasion of individual privacy or prejudice to the best interests of the Board of Education and provided that such disclosure does not violate federal, state or local statutes and does not fall within the attorney/client privilege.

AYE: Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Nufrio and Mr. Perkins

NAY: None

ABSTAIN: None

MOTION WAS CARRIED

BOARD RETURNED TO PUBLIC SESSION AT 11:59 a.m.

FISCAL AND PLANNING COMMITTEE

Moved by Mrs. Gaglione, seconded by Mr. Arminio that the following resolution be adopted:

F-12. APPROVE ACKNOWLEDGEMENT AND RELEASE – MARGARET FEKETE TRUST

That the board approve Acknowledgement and Release in connection with Margaret Fekete Trust in accordance with the information appended to the nonpublic portion of these minutes.

| | | |
|----------|---|--------------------|
| AYE: | Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Nufrio and Mr. Perkins | |
| NAY: | None | |
| ABSTAIN: | None | MOTION WAS CARRIED |

LEGAL COMMITTEE

Moved by Mr. Arminio, seconded by Mr. Nufrio that the following resolution be adopted:

L-1. APPROVE SETTLEMENT AGREEMENT – R.M.H.

That the Board approve Settlement Agreement in the matter of R.M.H. in accordance with the information recorded in the nonpublic portion of these minutes.

| | | |
|----------|---|--------------------|
| AYE: | Mr. Arminio, Mrs. Gaglione, Mr. Galante, Mr. Nufrio and Mr. Perkins | |
| NAY: | None | |
| ABSTAIN: | None | MOTION WAS CARRIED |

MR. ARMINIO LEFT THE MEETING. THERE NO LONGER BEING A QUORUM OF THE BOARD, THE PUBLIC MEETING WAS ADJOURNED.

The board advised Mr. Magliacano that they would vote on his request for use of classroom at Hannah Caldwell School at the August 28th Special Meeting of the board but that he had to submit a memo to the Board Secretary stating his request in writing to be attached to the minutes of that meeting.

COMMENTS FROM THE PUBLIC

Mr. Selby said that he has been a long time resident of Union. He said that he was very proud to live in Union and he was very proud to be at this meeting. Mr. Selby said that he had graduated from Union High School in 1980. He said that he is a retire fire captain from Paterson New Jersey. Mr.

Selby said that he has been hired by the Board as a part-time security guard. He said that he accepted the job because he wanted to be involved in the district. Mr. Selby said that his children excelled in the Union School District. He said that while working last year he saw teachers willing to teach, he saw people behind the scenes doing all kinds of things for students and he saw really talented students. Mr. Selby was very impressed with the new ID system that was instituted in the district. He said that the demographics of Union have changed in a very short period of time and the teachers have been required to adjust; he felt that they were doing a tremendous job. Mr. Selby said that he was also very happy that the district had such a good rapport with the Police and Fire Departments in town. Mr. Perkins thanked Mr. Selby for his comments and said that a way to help would be to communicate with other parents.

Respectfully submitted



JAMES J. DAMATO
BOARD SECRETARY